



BOARD OF GOVERNORS

Governance, Nominations & Human Resources Committee (GNHR)

Minutes of the Public Session of the Meeting of March 20, 2025 **2:00 p.m. to 2:15 p.m. [Videoconference](#)**

Present: Gaurav Singh (Chair), Frank Carnevale (Vice-Chair), Laura Elliott, Neeraj Grotra, Steven Murphy, Dwight Thompson

Regrets: Mitch Frazer, Kim Slade

Staff: Kirstie Ayotte (Secretary), Jamie Bruno, Nicola Crow, Krista Hester, Jennifer MacInnis, Lori Livingston, Beth Partlow, Sarah Thrush

Guests: Chelsea Bauer, Mikael Eklund

1. Call to Order

The Chair called the Public session of the GNHR meeting to order at 2:00 p.m. and read aloud the Land Acknowledgement.

2. Agenda

Upon a motion duly made by F. Carnevale and seconded by N. Grotra, the Agenda was approved as presented, including approving and receiving the Consent Agenda and its contents.

3. Conflict of Interest Declaration

There was none.

4. Chair's Remarks

The Chair began by reminding Committee members of some meeting protocols. Public session attendees were welcomed and informed that they were unable to participate or engage in the meeting.

5. President's Remarks

The President welcomed attendees and highlighted the upcoming Ontario Tech University and Durham College "Campus Clash" Basketball Fundraiser. He also congratulated the men's Basketball team on their recent valiant efforts to reach the National Championships.

The President noted that the post-secondary sector is facing significant challenges, including declining public trust in the value of a university education, rising costs, and increasing numbers of graduates needing additional training to secure employment.

In response, he stated that Ontario Tech is actively engaging with faculty and departments to identify solutions and has prioritized three key strategies: developing unique programs for both traditional and lifelong learners, creating a more flexible and efficient business model, and enhancing graduate job readiness. The University is focused on building stronger industry connections, offering adaptable learning formats, and emphasizing practical, job-ready skills such as communication, teamwork, and real-world application. These efforts aim to make Ontario Tech less dependent on government funding and more responsive to the needs of students and employers alike.

A Member asked if there were statistics on non-university courses students take and employer demand for specific skills. The President responded that sector-wide trends show university graduates pursuing college programs for more hands-on training, but detailed institution-specific data is lacking. Informal evidence suggests students seek practical skills, such as engineering graduates looking to gain auto shop experience, but finer insights into course and employer needs are not available.

6. Governance

6.1 Board Practices Assessment 2024-2025 (D)

N. Crow presented the Annual Board Practices Assessment to the Committee for discussion, and feedback was requested on strategies to ensure Board participation. She noted that given the significant revisions in 2023-2024, this year's assessment will remain unchanged to allow for comparative data collection and that it would be distributed via OnBoard in the two weeks leading up to May 9, 2025. Results will be shared at the May 29 meeting to help identify opportunities for development and board education.

A Member emphasized the importance of this descriptive feedback process and suggested that Committee Chairs remind members about participation in upcoming meetings.

7. Consent Agenda (M)

- 7.1 Minutes of the Public Session of the Meeting of January 30, 2025* (M)
- 7.2 Board of Governors Meeting Dates: 2025-2026; 2026-2027* (I)

The Chair confirmed that the contents of the Consent Agenda were approved and received under Agenda Item #2.

9. Adjournment

There being no other business, and upon a motion duly made by F. Carnevale, the Public session of the GNHR meeting adjourned at 2:15 p.m.

Kirstie Ayotte, Assistant University Secretary